



# Building teams

LESSON 3

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## • **What is Team Building?**

- Team building is the process where a team works towards a goal, all together. The goal and main purpose of team building is for a team to be created with strong bonds and connections.
- These bond and connections are very beneficial for organizations and companies.
- But what are the benefits?



# Benefits of Team Building

The first one is **Increasing productivity.**

1. Team building plays crucial role in driving productivity within a company by motivating employees to collaborate towards shared goals.
2. When teams feel connected and united, they are more inclined to dedicate their best efforts to their work.
3. Effective team communication encourages frequent updates and information sharing, minimizing duplicated efforts and promoting efficiency.

# Benefits of Team Building

Second and also very crucial as a result of the former lessons about leadership is **Enhancing communication.**

- Communication is very important between teams and staff.
  - Helps them feel more of a family than just co-workers which leads to better connection between them and for the workload they share.
  - Usually co-workers develop communication outside of office. This leads to a more natural form of communication.



# Team Building parameters

Very important in team building is **Building trust**.

- An environment with shared projects, it needs to have trust between one another to have a smooth cooperation with the best outcome. When working together on teamwork activities, employees may learn to depend on their peers.
- Also a new term is burnout. Burnout is a state of physical, mental, and emotional exhaustion that is typically caused by prolonged periods of stress, overwork, or intense pressure. In a study, employees were asked how often they experience burnout feelings and 23% answered always and very often. When asked if being in a team can help reduce these feelings, they answered that team members can offer emotional support and reduce these feelings.
- In team building different cultures and type of people come together for a shared goal. Because of different ideas and cultures, comes the best **innovations**. It also boosts responsibility, as every team member has to contribute, trust and respect.

**And how leadership can impact team building?**

1. Effective leadership significantly influences team performance.
2. Leaders provide direction and a clear vision, aligning team efforts towards common goals.
3. They motivate and engage team members, creating a positive work environment that fosters productivity and commitment.
4. They make informed decisions and encourage problem-solving, enhancing the team's problem-solving capabilities and the quality of outcomes.
5. They establish clear communication channels and provide regular feedback, ensuring that team members understand expectations and can contribute their ideas.
6. In summary, leadership impacts team performance through direction, motivation, collaboration, decision-making, development, communication, and culture.

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A successful team in the shipping industry thrives on a common goal that unites its members. Reminding everyone onboard that they are part of a team working towards a shared objective creates a strong sense of responsibility, fostering a deep-seated feeling of accomplishment and pride. Living and working on a ship creates a tightly-knit and interdependent community. Every action and decision made by one person on board has a direct impact on others, similar to the principle of equal and opposite reactions. This interdependence must be acknowledged and utilized by the crew to create a sense of unity and collaboration. Understanding the interconnectedness of their actions helps build a resilient and supportive community.

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- Clear roles and contributions are vital on a ship. Each team member must have a comprehensive understanding of their responsibilities and how they contribute to the team's overall functioning. With clear role clarity, the group can quickly harness the power of teamwork to achieve its goals, provided that everyone fulfills their duties. While at sea, it can be challenging to fully appreciate the benefits of mutual cooperation until difficulties arise. However, effective leadership plays a crucial role in recognizing and praising individuals who perform well, while also motivating others to give their best. Celebrating successful cooperation fosters a sense of satisfaction within the team and reinforces their commitment to working together, building trust, and fostering a positive team spirit.



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- In a shipboard environment, accountability is crucial. Each team member is accountable for their actions and their contribution to the team's success. However, accountability should not foster a blame culture. Support and respect are vital for the shipboard team. Constructive criticism should be embraced to foster growth and improvement. It is essential to realize that shipboard collaboration is not to be taken for granted. Each individual's role is part of a greater system that relies on total cooperation. Understanding and appreciating everyone's importance fosters unity and motivates team members to work cohesively towards shared objectives.